

# Pride Guide

Lenovo

At Lenovo, you're respected, appreciated, and celebrated for being exactly who you are. And we want your benefits to reflect that — by making sure they're comprehensive and flexible to support you and your family in every facet of your life.

Learn more about these and other benefits by visiting [lenovobenefits.com](https://lenovobenefits.com).

## Building your family

We know that planning your family may involve medical, financial, or legal services. That's why we offer a wide range of resources to support you every step of the way.

- **Adoption assistance** that reimburses you up to \$8,000 for eligible adoption-related expenses, like legal and medical fees
- **Surrogacy assistance** that reimburses you up to \$8,000 for eligible surrogacy-related services
- **Fertility support** through WINFertility (for Cigna members only), which offers IVF programs, including advanced medical treatment, genetic testing services, and fertility medications
- **A \$30,000 lifetime maximum benefit for fertility services** (for Cigna members only), with no need for an infertility diagnosis
- **Adoption and surrogacy advocacy and referral services** through WINFertility
- **ARAG legal insurance** to help you navigate legal matters related to adoption and surrogacy

### Equal time for bonding

All families deserve the right to spend lots of quality time with their new additions! If you're a new parent, you get 16 weeks of fully paid parental leave. If you're a birthing parent, you get an additional 6–8 weeks of short-term disability leave.



## Gender-affirming care

If you're enrolled in Cigna medical coverage through Lenovo, you have access to many gender-affirming services and programs.

- **Health plan coverage** for gender-affirming surgery, hormone therapy, required lab testing, behavioral counseling, and routine medical care (learn more about Cigna's enhanced coverage by reviewing the [FAQ](#))
- **Cigna patient advocates and case managers** who are experienced with gender transitioning and can help you navigate your health care plan
- **Online resources** to help educate you, your family members, and your friends
- **The Cigna Employee Assistance Program (EAP)** to confidentially help you and your household members work through any issues you may be facing, including transition problem solving and support, workplace transitions, emotional well-being, parenting and family issues, and legal support

## Managing your mental health

Nearly everyone faces mental health challenges at times. But we recognize that as a member of the LGBTQIA+ community, you may have unique stressors and pressures to deal with. You don't need to power through it or struggle alone. Lenovo is working toward reducing the stigma against mental health care. And we have plenty of resources to assist you.

- The **Employee Assistance Program (EAP)**, through which you can talk to a Cigna behavioral health professional anytime and anywhere by calling **1-888-371-1125**
- **Talkspace**, a digital space for private, convenient mental health support
- **Ginger** (through Cigna), which provides 24/7 on-demand mental health services, including confidential coaching
- **Formal mental health care** through your in-network medical plan provider
- Our dedicated **Lenovo Behavioral Health Counselor**, available through the Lenovo Wellness Center (in NC, NY, and MI only)

## Getting legal guidance

With ARAG legal insurance, you can quickly and easily connect with an attorney to get advice on a wide selection of legal matters, including:

- Domestic partnership arrangements
- Adoptions
- Guardianships
- Gender-identity changes on government-issued documents
- Hospital visitation authorizations
- Funeral directives

**Note:** You can enroll in the legal plan only as a new hire or during annual enrollment.